XLRI in News

May 2019

PUBLICATION: Hindustan
DATE: 1 May 2019
EDITION: Jamshedpur
PAGE: 1, 2

जरूर पढ़ें

श्रमिक नहीं अब मुद्दा है रोजगार

आर्थिक विकास और रोजगार के मुद्दे में इस बार लोकसभा चुनाव में जहां-तहां दिख रहे हैं, लेकिन श्रमिकों के कल्याण और हितों का मुद्दा कहीं दिखाई नहीं दे रहा। विश्व श्रमिक दिवस पर विशेष। पेज12

के आर श्याम सुंदर

श्रमिक नहीं अब मुद्दा है रोजगार

इस बार आम चुनाव में राजनीतिक दल श्रमिक हितों की बात उतनी नहीं कर रहे, जितनी रोजगार की कर रहे हैं। श्रमिक दिवस पर विशेष-

के आर श्याम सुंदर
प्रोफेसर
एक्सएलआरआई

श्रम या श्रमिकों की राजनीति एक ऐसा सवाल है, जो चुनावी विमर्श में गंभीरता से उभरा है। आमतौर पर रोजगार जैसे मसले चुनावी मुद्दा नहीं बनते, लेकिन इस बार तस्वीर कुछ अलग नजर आ रही है। यही वजह है कि 2019 का यह चुनाव खास है। इसमें धार्मिक, जातिगत, राष्ट्रीय और अन्य पहचान से जुड़ी राजनीति हावी है, तो आर्थिक विकास और श्रम बाजार भी बहस के केंद्र में हैं। यह बहुत हद तक 2004 के संसदीय चुनाव की याद दिला रहा है, जब सत्तारूढ़ राष्ट्रीय जनतांत्रिक गठबंधन (एनडीए) अपनी कुरसी बचाने के लिए चुनावी जंग में उतरा था। तब सरकार की अगुवाई अटल बिहारी वाजपेयी कर रहे थे। उस समय मुख्य चुनावी नारा था- 'इंडिया शाइनिंग'। इस नारे से यह बताने की कोशिश की गई थी कि आर्थिक सुधार के बाद देश ने काफी तेजी से आर्थिक विकास किए हैं। मगर चुनावी विमर्श में यह नारा कई कारणों से विफल रहा, क्योंकि आर्थिक सुधार को लेकर तत्कालीन सरकार ने जो प्रयास किए थे, उसके नतीजे प्रतिकूल आए थे। अब एक बार फिर भाजपा की अगुवाई में एनडीए इसी तरह के एक अन्य नारे के साथ चुनावी मैदान में है, जो है- *सबका साथ, सबका विकास*। इसका अर्थ है, समग्र विकास। मगर इसकी भी अपनी कुछ कमजोरियां देखी जा रही हैं, जिसमें रोजगार का मसला सबसे बड़ा है।

विन्यास : भूपेन मंडल

भाजपा मुख्यतः चार वादों के साथ 2014 में सत्ता में आई थी। पहला वादा था, पहचान की राजनीति को मजबूती से स्थापित करना। दूसरा, काले धन पर सख्ती से लगाम लगाना, खासतौर से विदेश से उसे वापस ले आना। इसका परोक्ष अर्थ देश में आर्थिक असमानता को दूर करना भी था। पार्टी का तीसरा वादा भ्रष्टाचार मुक्त शासन देने का था। इसके तहत राजनेताओं और कारोबारियों या उद्योगपतियों के आपसी अनैतिक रिश्ते को खत्म करने की बात कही गई थी। और चौथा वादा था, अच्छे दिन आएंगे यानी आर्थिक विकास का, जिसे बाद में समग्र विकास कर दिया गया। 2014 के अपने चुनावी अभियान में नरेंद्र मोदी (तब प्रधानमंत्री पद के उम्मीदवार) ने करोड़ों नौकरियों का भी वादा किया था।

'एनडीए- 2' के दौरान श्रम सुधार और श्रम निरीक्षण जैसे शासन-तंत्र को दुरुस्त करने के लिए कई नए प्रयास किए गए। राजस्थान जैसे भाजपा शासित राज्य, महाराष्ट्र व हरियाणा आदि ने कुछ मुश्किल श्रम सुधार कानूनों को लागू भी किया, ताकि कर्मचारियों को श्रम बाजार के मुताबिक दक्ष बनाया जा सके। श्रम निरीक्षण तंत्र को न सिर्फ कर्मचारियों के लिहाज से उदार बनाया गया, बल्कि उसको कहीं अधिक जवाबदेह बनाने की कोशिश भी हुई। मगर सत्तारूढ़ गठबंधन की तीन गलतियां इन सारी कवायद पर भारी पड़ीं। पहली, केंद्र सरकार काले धन पर लगाम लगाने और खासकर विदेश से इसे वापस लाने का अपना वादा निभा न सकी। फिर, नोटबंदी जैसे कदम भी विफल साबित हुए, क्योंकि यह न सिर्फ काले धन को पकड़ पाने में विफल रहा, बल्कि इसने कई नौकरियां भी खत्म कीं। रही-सही कसर वस्तु एवं सेवा कर यानी जीएसटी ने पूरी कर दी। इसे लाया तो गया था ढांचागत सुधार के लिए, लेकिन इसने भी श्रम बाजार से कई नौकरियां गायब कर दीं। सरकार की दूसरी गलती थी योजना आयोग को खत्म करके नीति आयोग का गठन करना, जबकि नए आयोग का स्वरूप काफी हद तक तक योजना आयोग की तरह ही है। नीति आयोग ने न सिर्फ सांख्यिकीय आंकड़े जारी करने शुरू किए, बल्कि उसे लेकर टीका-टिप्पणी भी की, जबकि यह उसके अधिकार क्षेत्र का मामला ही नहीं था। तीसरी गलती, बेरोजगारी या रोजगार से जुड़े आंकड़ों को सटीक तरीके से एकत्र करने में विफलता है।

एक तरफ चुनाव-पूर्व करोड़ों रोजगार मुहैया कराने संबंधी वादे की वैज्ञानिक तरीके से पड़ताल न हो सकी, तो दूसरी तरफ सीआईआई या अजीम प्रेमजी यूनिवर्सिटी जैसे संस्थानों ने अपने आंकड़ों से यह साबित किया कि एनडीए के कार्यकाल में रोजगार वृद्धि की तस्वीर सुखद नहीं है। श्रम बल में श्रमिकों की संख्या घटने की बात भी कही गई। खबर यह भी आई कि नेशनल सैंपल सर्वे ऑफिस (एनएसएसओ) के पीरियोडिक लेबर फोर्स सर्वे के लीक हुए आंकड़ों में देश में बेरोजगारी दर 1972-73 के बाद सबसे ऊंची पाई गई है। इस सर्वे के मुताबिक, बेरोजगारी दर 6.1 प्रतिशत पर पहुंच गई है। हालांकि सरकार ने 'वेज इम्प्लॉइमेंट' की बजाय 'सेल्फ इम्प्लॉइमेंट' की बात कही और यह संदेश देने की कोशिश की कि अब देश का नौजवान नौकरी मांगने की नहीं, बल्कि नौकरी देने की हैसियत में है। लेकिन अहम बात यह है कि इसके पक्ष में भी वह कोई विश्वसनीय आंकड़ा पेश नहीं कर सकी।

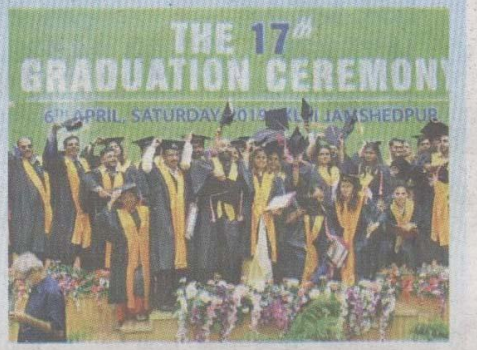
आज रोजगार वृद्धि और 'सेल्फ इम्प्लॉइमेंट' सवालों के घेरे में तो हैं ही, अनिश्चित रोजगार, असमान आमदनी, उच्च व निम्न आय वाले वेतनभोगियों के बीच बढ़ती खाई जैसे तमाम पहलू हैं, जो श्रम बाजार की खस्ता हालत की गवाही दे रहे हैं। ऐसी सूरत में बेशक भारतीय जनता पार्टी और उसके सहयोगी दल आम चुनाव को पहचान की राजनीति पर केंद्रित करने का प्रयास कर रहे हैं, लेकिन विपक्षी पार्टियां भी रोजगार के सवाल पर सरकार को घेरने की लगातार कोशिश कर रही हैं। हम अभी चुनावी नतीजों को लेकर कोई संभावना जाहिर नहीं कर सकते, लेकिन जातिगत और धार्मिक पहचान की चुनावी राजनीति को एनडीए से जुड़े आर्थिक विवादों ने जरूर कमतर किया है। देश में शायद पहली बार चुनाव में आर्थिक मसले इस कदर मुखर हैं।

(ये लेखक के अपने विचार हैं)

PUBLICATION:Mail Today
DATE: 7 May 2019
EDITION:New Delhi
PAGE:21

XLRI HONOURS MERITORIOUS STUDENTS WITH AWARDS

XLRI- XAVIER School of Management, Jamshedpur,one of India's premier B-School, recently organised its 17th Graduation Ceremony for students of its Virtual Interactive Learning and Executive Programmes. On this day, 500 students of XLRI's VIL and various executive programmes received their graduating certificates and medals. The top ranking students of the VIL Programme were awarded XLRI Medals for Academic Excellence sponsored by Unified Collaboration Services (UCS) on the occasion. The students securing the highest in several key subjects received gold medals.



PUBLICATION:Pioneer
DATE:17 May 2019
EDITION: Jamshedpur
PAGE: 2

Experts brainstorm on 'Practice of Business Ethics in Business Management in the 21st Century'

Jamshedpur: Indo-German Chamber of Commerce (IGCC) in cooperation with the Friedrich-Ebert-Stiftung (FES) and XLRI - Xavier School of Management recently conducted a Discussion Forum on 'Practice of Business Ethics in Business Management in the 21st Century' in Mumbai.

The forum titled "Business Management in the 21st Century: Legal, Ethical, Moral, Spiritual (LEMS) Challenges" was attended by representatives of industry and academia, who discussed on the need of ethics in workplace and industry and re-evaluated the moral justification of business choices, decisions, actions and their consequences.

Fr. Oswald Mascarenhas, S.J. JRD Tata Chair Professor of Business Ethics at XLRI delivered the keynote address, where he pointed out the nuanced differences between legality, ethicality, morality and spirituality (LEMS) and their connections to and implications on business operations. He said in his address, "Being Legal (L) means acting according to the law, which is the basic minimum for business management. Doing the right thing is Ethicality (E). Whereas, Morality (M) includes the right way of doing the right thing. Having the right reasons for acting moral, makes an action Spiritual (S). Given LEMS, corporate Ethics is a concrete challenging way of life for corporate executives to think and act legally, ethically, morally and spiritually in the turbulent markets of today."

Explaining about Corporate Ethics, Fr. Mascarenhas said, "We need strong corporate ethics at all levels. We define and study corporate ethics and morals as lived, experienced and shared dynamic systems of socially accepted, morally universal, values and principles, standards and rules that can spiritually empower our life and society, our markets and our world. Business ethics studies lived and shared values in buyer-seller exchanges, corporate executive ethics centres on governance values and principles that power corporate decisions and choices, strategies and implementation processes that have corporate-wide consequences, and often, industry-nation-wide ramifications." ***PNS***

PUBLICATION:The Avenue Mail
DATE:15 May 2019
EDITION: Jamshedpur
PAGE: 8

Experts brainstorm on Practice of Business Ethics in Business Management

Mail News Service

Jamshedpur, May 14 : Indo-German Chamber of Commerce (IGCC) in cooperation with the Friedrich-Ebert-Stiftung (FES) and XLRI - Xavier School of Management recently conducted a Discussion Forum on 'Practice of Business Ethics in Business Management in the 21st Century' in Mumbai.

The forum titled "Business Management in the 21st Century: Legal, Ethical, Moral, Spiritual (LEMS) Challenges" was attended by representatives of industry and academia, who discussed on the need of ethics in workplace and industry and re-evaluated the moral justification of business choices, decisions, actions and their consequences.

Fr. Oswald Mascarenhas, S.J. JRD Tata Chair Professor of Business Ethics at XLRI delivered the keynote address, where he pointed out the nuanced differences between legality, ethicality, morality and spirituality (LEMS) and their connections to and implications on business operations. He said in his address, "Being Legal (L) means acting according to the law, which is the basic minimum for business management. Doing the right thing is Ethicality (E). Whereas, Morality (M) includes the right way of doing the right thing. Having the right reasons for acting moral, makes an action Spiritual (S). Given LEMS, corporate Ethics is a concrete challenging way of life for corporate executives to think and act legally, ethically, morally and spiritually in the turbulent markets of today."

Explaining about Corporate Ethics, Fr. Mascarenhas said, "We need strong corporate ethics at all levels. We define and study corporate ethics and morals as lived, experienced and shared dynamic systems of socially accepted, morally universal, values and principles, standards and rules that can spiritually empower our life and society, our markets and our world.

Business ethics studies lived and shared values in buyer-seller exchanges, corporate executive ethics centres on governance values and principles that power corporate decisions and choices, strategies and implementation processes that have corporate-wide consequences, and often, industry-nation-wide ramifications. Accordingly, we explore and analyze corporate decisions and choices, especially in the context of current turbulent markets ridden with risk, uncertainty, chaos and ambiguity, which, when further infected by buyer-seller information asymmetries (BSIA), can lead to corporate fraud, corruption, bribery and money-laundering."

Dr. K.R. ShyamSundar, Professor of HRM Area at XLRI moderated the question and answer session where participants showed great interest in the topic and dwelled upon the role of workers' organizations and corporate management in realizing LEMS approaches in business operations.

PUBLICATION: The Avenue Mail
DATE:23 May 2019
EDITION: Jamshedpur
PAGE: 8

Free Career Counseling workshop on May 25

Mail News Service

Jamshedpur, May 22: Marwari Yuva Manch Steel City Surabhi branch will organize a Career Counseling workshop at Russi Mody Centre for Excellence on Saturday, May 25 between 4pm and 6:30pm. Classes XI and XII students may enroll their names by contacting mobile numbers 790357878 and 7979853767.

To make the event a success, Surabhi members conducted a meeting at Kasidih with organization president Parul Chetani in the chair. It was decided that the convener for the workshop would be Shraddha Chowdhary. The keynote address will be presented by Jharkhand High Court advocate Sumit Gadodia. The Guests of honour would be XLRI professor Sanjiv Varshney, IRS Commissioner Central Tax Ajay Pandey, Mount Litera Zee School principal Kavita Agrawal and regional president of Marwari Yuva Manch Abhishek Agrawal. Surabhi secretary Nisha Singhal stated that the main purpose of organizing the Career Counseling Workshop was to groom students with an array of career pursuits and the ways of preparing for them.

Today's meeting was attended by Parul Chetani, Nisha Singhal, Shraddha Chowdhary, Muskan Agrawal, Usha Chowdhary, Sonu Moonka, Ruchi Bansal, Mamata Agrawal and Sushila Agrawal. All Surabhi members are joining shoulders to make the endeavor a grand success.

PUBLICATION:The Financial Express
DATE:6 May 2019
EDITION: Kolkata
PAGE:12

NIRF 2019

Can NIRF shake up the B-school world?

To improve, B-schools have to address the parameters highlighted in the NIRF

RAJIV R THAKUR

ANXIETY AND EXCITEMENT surrounded the recent release of the National Institutional Ranking Framework (NIRF) 2019, the fourth on higher education institutions since 2016. NIRF results show that barring a few institutions that have established credentials, the rest need to focus on creating value through relevant curriculum, good teaching-learning process, rich intellectual pool with good research, and investing in resources, while keeping students at the centre of the entire process. Ironically, the priority of many institutions in the past decade has been on creating hollow branding to attract students. This trend, in part, has been encouraged by the spurt of private ranking agencies.

In the management education category, IIM Ahmedabad got dethroned from the first place it had secured in NIRF 2018, by IIM Bangalore. Among the top 10, there are six IIMs and three IITs, with XLRI

Jamshedpur as the only private institute.

NIRF has evolved as an objective measure over the years. In the management education category, it incorporates in its ranking methodology the parameters of Teaching, Learning & Resources (TLR), Research and Professional Practice (RPP), Graduation Outcomes (GO), Outreach and Inclusivity (OI), and Perception. These parameters are quite different from those of other ranking agencies that have numerous categories under each stream, unlike NIRF where every type of institution is clubbed under one stream only.

NIRF 2019 ranking of 75 business schools clearly brings out three clusters. First, the top three IIMs (Bangalore, Ahmedabad and Calcutta, with overall scores of 81.34, 80.61 and 79.05, respectively) that have a narrow score range and are tipped for high order competition across parameters with global aspirations. The second cluster can be considered as all other IIMs and a few private business schools in the rank band of 4-31, where the scores lie between 50 and 70 (there is a wide variation), and these institutes need to focus on RPP, Perception, TLR, GO and OI, in that sequence, indicating the order of their priority for future efforts. The third cluster can be identified as that of private business schools, both autonomous and private university-run, which fall below the 30th rank and their score range is 40-50 (the score differences between these schools are in decimals). This cluster typically characterises low RPP, low Perception, relatively low TLR, GO and OI. At the same time, it's astonishing that some of the institutions from the above-mentioned third and second cluster find place amongst the list of top business schools ranked by other ranking bodies, hence raising a question mark on the objectivity and neutrality of such rankings.

It is not to say the NIRF methodology is perfect. For instance, NIRF combines government-supported and private schools, institutions that have huge differences in both age and scale, and institutions that are standalone or part of a university are also clubbed together. A university linked school or a 50-year-old institution would have its own impact on rankings as compared to a standalone or a younger institution. Similarly, too much focus on research and neglect of other parameters isn't a tell-all about the true quality of an institution. Aspects like the value system institutions inculcate in their students, their long-term and global intent, their best practices, internationalisation, rural immersion and industry connect are a few important elements that are missing from the NIRF parameters, and should be considered.

But the moot question is: Will bottom ranked or unranked business schools in the country wake up to the NIRF standards, focusing on the core issues of value creation, or will they continue to remain on the fringe (for brand building out of nothing), addressing to the needs of certain rankings and vying for certain accreditations while remaining hollow in teaching-learning, skill development, industry readiness, placements, etc?

The author is professor, Strategy, Birla Institute of Management Technology. Views are personal

PUBLICATION:The Statesman
DATE:31 May 2019
EDITION: Kolkata
PAGE:16

Discussion forum

Indo-German Chamber of Commerce (IGCC) in cooperation with the Friedrich-Ebert-Stiftung (FES) and Xavier School of Management (XLRI) recently conducted a discussion forum on "Practice of business ethics in Business Management in the 21st century" in Mumbai.

The Forum titled "Business Management in the 21st Century: Legal, Ethical, Moral, Spiritual (LEMS) Challenges" was attended by representatives of industry and academia, who discussed on the need of ethics in workplace and industry and re-evaluated the moral justification of business choices, decisions, actions and their consequences. A panel discussion was held where experts deliberated on the driving forces of modern-day business and how changes taking place are impacting their constituents. KR Shyam Sundar, professor of HRM area at XLRI moderated the question and answer session.

PUBLICATION: The Telegraph
DATE: 15 May 2019
EDITION: Jamshedpur
PAGE: 9

Business ethics

JAMSHEDPUR: XLRI in collaboration with Indo-German Chamber of Commerce and Friedrich-Ebert-Stiftung conducted a discussion on 'Practice of Business Ethics in Business Management in the 21st Century' in Mumbai on Tuesday. Father Oswald Mascarenhas, JRD Tata Chair Professor of Business Ethics at XLRI, delivered the keynote address.

PUBLICATION:The Times of India,Education Times
DATE: 20 May 2019
EDITION:New Delhi
PAGE: 3

Workplace ethics is a must

TIMES NEWS NETWORK

One of the key driving forces of a successful business is work ethics and implementing the same on employees thereby creating a proper code of conduct. Keeping this in mind, the Indo-German Chamber of Commerce (IGCC) recently held a discussion forum on 'Practice of Business Ethics in Business Management in the 21st Century' in Mumbai. The forum was conducted in collaboration with Friedrich-Ebert Stiftung (FES) and Xavier School of Management (XLRI).

The event saw discussions on the requirement of ethics at workplace and industry, and even analysed the moral justification of business choices, decisions, actions and their outcomes.